



Chiltern Rangers CIC Statement of Health & Safety Policy



Chiltern Rangers works in partnership with a range of public, private and third sector organisations to manage woodlands, nature reserves and parts of the River Wye and other urban/green spaces. This is only achieved with the help of the local community, who are engaged through various means to undertake practical conservation tasks.

Work is therefore carried out on a wide variety of sites, with this being co-ordinated from our main office at Kingsmead Depot. Most work is carried out 9am to 5pm Monday to Friday but there is occasionally a need to work outside these hours and at weekends as the business requires.

Chiltern Rangers takes its responsibilities for Health and Safety very seriously and is strongly committed to promoting the health and safety of all its employees, volunteers, contractors and anyone else who may be affected by the way it carries out its business.

Health and Safety compliance is an integral part of our business and we will do everything that is reasonably practicable to achieve this.

Our Health and Safety Vision is:

'Everybody leaves at the end of the day as healthy as when they started'.

To deliver this vision, we follow the IOSH methodology and our policies and procedures are based around the HSEs 'Plan, Do, Check, Act' approach, combining strong active leadership and staff involvement with assessments and reviews.

John Shaw, Managing Director, with the Board has overall responsibility for Health and Safety.

Tony Speight, Operations Director, is responsible for ensuring that all employees and volunteers adhere to the policy on a day-to-day basis.

Health and Safety is championed at board level by the MD to ensure a consistent and thorough approach throughout the business.

Health and Safety is a constant item on every board meeting agenda and in weekly team meetings.

To help ensure the safety of our employees and volunteers we also have the Operations Manual which includes a series of site and task risk assessments, method statements and safe working practices to outline safety procedures for all of the work we carry out.

Our work is often carried out with people who are young, inexperienced and/or have mental/physical disabilities or learning difficulties and our task risk assessments take our users' needs and abilities into account.

These policies and procedures are reviewed on an annual basis and updated as necessary. Policies and procedures are also reviewed and updated by the board on a regular basis.

Furthermore, we strive to follow the extremely high standards set by London Olympics 2012 (LOCOG) by using their eight point Safety Climate Tool approach.

- Organisational commitment.
- Health and Safety oriented behaviours.
- Health and Safety trust.
- Usability of procedures.
- Staff Engagement with Health and Safety.
- Staff attitude to Health and Safety.
- Resources for Health and Safety.
- Accident and Near Miss reporting.

We have adapted these so they are fit for an organisation of our size but they remain the benchmark we aim for in order to create a positive safety culture.

All employees of Chiltern Rangers as well as Key Volunteers are actively involved in promoting health and safety standards.

All staff also have a legal duty to:

- Take care of their own safety and that of anyone else who may be affected by their actions whilst at work.
- Co-operate and comply with Chiltern Rangers Health and Safety policies and procedures.
- Report any hazards, incidents, accidents and near misses encountered to their line manager or the Lead Ranger on any task.

Ultimately, we aim to create a culture at Chiltern Rangers where the sessions are fun, safe and inclusive and as part of this, the health and safety of staff and participants is of paramount importance to us.